

GARRETT MILLER  
ELEAZER vs ORACLE AMERICA

March 28, 2025

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IN THE UNITED STATES DISTRICT COURT  
WESTERN DISTRICT OF TEXAS, AUSTIN DIVISION



JAMEKA ELEAZER,  
PLAINTIFF,

) (

) (

) (

VS.

) (

) (

ORACLE AMERICA, INC.,  
DEFENDANT.

) (

) (

CIVIL ACTION NO.124CV777DII

\*\*\*\*\*

ORAL AND VIDEOTAPED DEPOSITION OF

GARRETT MILLER

MARCH 28, 2025

(Reported Remotely)

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ORAL and VIDEOTAPED DEPOSITION OF

GARRETT MILLER, produced as a witness at the instance  
of the Plaintiff, and duly sworn, was taken in the  
above-styled and numbered cause on the 28th day of  
March 2025, from 10:11 a.m. to 2:12 p.m., before ERIKA  
WILLIAMS in and for the State of Texas, reported by  
machine shorthand, via Zoom, pursuant to the Federal  
Rules of Civil Procedure and the provisions stated on  
the record or attached hereto.

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March 28, 2025  
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APPEARANCES

FOR THE PLAINTIFF:

MR. MATT BACHOP, ESQ.  
DEATS DURST & OWEN, PLLC  
8140 N Mopac Expy, Suite 4-250  
Austin, Texas 78759  
512.474.6200  
mbachop@ddollaw.com

FOR THE DEFENDANT:

MR. EDWARD M. "TED" SMITH, ESQ.  
CORNELL SMITH MIERL BRUTOCAO BURTON, LLP  
1607 West Avenue  
Austin, Texas 78701  
512.328.1541  
tsmith@cornellsmith.com

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Q. And one of the things that we've said in the

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1 lawsuit is that Jameka was the only black employee on  
2 that team.

3 Do you agree with that?

4 A. Yes, I believe that's correct.  
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Q. Did you ever participate in phone calls or meetings that Jameka held with either her field reps or customers?

A. I believe so. I don't remember them specifically -- any specific conversations at this time. But I -- I did that with all of my reps.

Q. Okay. And understanding -- you said you don't remember any specifically. Could you ballpark how many you think you sat in on?

A. I -- I really don't think I could make an estimate right now, just given the time that it's been and I don't want to misstate any number.

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Q. And was your impression that on those three accounts the field teams were taking the lead?

A. That was my impression for most, if not all, of Jameka's accounts at the time.

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Q. So I've been doing this a long time now, and I've seen a lot of PIPs over the years. And almost every single one has a specific time period they'll last for. Usually 30, 60, or 90 days, and measurable goals that need to be met within the time period.

Is that your experience with PIPs too?

A. This is the only PIP I've ever issued. I've never been issued one myself. I've never issued one to another employee besides Jameka. So this is the only official PIP I've really seen.

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Q. And it's true that the American Eagle renewal that she was working on closed very shortly after she was fired, right?

A. Yes, I believe that deal was booked late on May 31st, the last day of the fiscal year.

Q. And you knew it was going to close on May 31st, right?

A. No. It actually was -- I believe it was my last deal for the quarter. And if I remember correctly, there was issues with them providing a purchase order, which is required. I think we had to go through a purchase order exemption process. We were definitely working towards closing and that was the goal. I don't know that I would -- if you had asked me at 8:00 a.m.



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1 May 31st, if I had to bet on it, I don't know -- I don't  
2 think I would have said, I'm 100 percent confident in  
3 this closing.

4 Q. Okay. You knew it was a substantial  
5 possibility, right?

6 A. Yeah.

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Q. And who -- you said you thought the American Eagle deal was largely field-driven. Who was the field rep on that?

A. I think the HSM field rep was Hank Bergstresser, who I mentioned earlier. There was also a renewal rep, because this was a renewal deal. I don't remember who the specific renewal rep was.

Q. And you know that Mr. Bergstresser's impression was not that he was doing all the work and Jameka was just kind of riding his coattails, right?

MR. SMITH: Objection; form.

A. I don't know what his impression was. I don't think I ever discussed it with him.

Q. (BY MR. BACHOP) Oh, you never saw the letter that he wrote rebutting that idea that he was doing all the work?

A. I remember Jameka showing me a note from him. I don't remember it specifically being around this deal

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1 or even American Eagle. Again, I would need to see the  
2 note again to refresh my memory.

3 Q. Did Jameka have the lowest sales numbers on  
4 the team at the time she was fired?

5 A. I don't remember that.  
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10 Q. Was that important to you to find one or more  
11 metrics where she was ranked the lowest?

12 A. No.  
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JAMEKA ELEAZER, ) (  
PLAINTIFF, ) (  
VS. ) ( CIVIL ACTION NO.124cv777  
ORACLE AMERICA, INC., ) (  
DEFENDANT. ) (

ORAL AND VIDEOTAPED DEPOSITION OF

GARRETT MILLER

REPORTER'S CERTIFICATION

March 28, 2025

I, ERIKA WILLIAMS, in and for the State of  
Texas, hereby certify to the following:

That the witness, GARRETT MILLER, was duly  
sworn by the officer and that the transcript of the  
oral deposition is a true record of the testimony  
given by the witness;

I further certify that pursuant to FRCP  
Rule 30(f) (1) that the signature of the deponent:

X  was requested by the deponent or a party  
before the completion of the deposition and that the  
signature is to be before any notary public and  
returned within 30 days from the date of receipt of  
the transcript. If returned, the attached Changes and  
Signature Page contains any changes and the reasons  
therefor;

was not requested by the deponent or a  
party before the completion of the deposition.

I further certify that I am neither counsel  
for, related to, nor employed by any of the parties or  
attorneys in the action in which this proceeding was  
taken, and further, that I am not financially or  
otherwise interested in the outcome of the action.

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1 Further certification requirements pursuant  
2 to Rule 203 TRCP will be certified to after they have  
3 occurred.

4 Certified to by me this 9th day of April,  
5 2025.

6 *Erika Williams*

7 ERIKA WILLIAMS

8 Notary No. 13517248-0

9 Expiration Date: 11-15-2028

Esquire Deposition Solutions

Certified Court Reporters

Firm Registration No. 286

10 1700 Pacific Avenue, Suite 1000

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